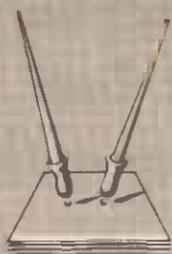




WHITE

Official Publication of the



COLLAR

Office Employees International Union



Season's Greetings

Feliz Navidad

Joyeux Noël

*The International Executive Board
takes this opportunity to wish
to our members everywhere a*

Merry Christmas

and a

Happy New Year

Howard Coughlin, President

J. Howard Hicks, Secretary-Treasurer

Henderson Douglas, Director of Organization

J. O. Bloodworth	Donald R. Hilliker	Frank E. Morton
John P. Cahill	Sarah E. Keenan	William J. Mullin
J. E. Corum	John B. Kinnick	Edw. P. Springman
George P. Firth	William A. Lowe	Leo J. Wallace

American Stock Exchange, Local 205 Sign New Contract



Edwin D. Etherington (seated center), President of the American Stock Exchange, is shown with Local 205 negotiating committee for Exchange employees after the signing of a new two-year contract with the Exchange. Flanking Mr. Etherington are Arthur J. Martinetti, left, administrator for Exchange union employees, and Walter C. Schulze, Local 205 President. Standing, (left to right) are Michael Regan; Vincent E. McCormick; J. Vincent Blessing, Local 205 Secretary Treasurer; Nancy DeGratto; Albine J. Gramegna; Frank Schmidt, Local 205 Vice President; Leo Valk; and Jack Hirsch.

Local 28 Wins Chicago Towel

Chicago, Ill.—The National Labor Relations Board recently certified Local 28 as the collective bargaining representative for the office and clerical employees of the Chicago Towel Co. The firm is a division of the F. W. Means Company.

The union had won a decisive victory in an NLRB election by a majority vote of 10 to 5.

A negotiating committee has been elected and meetings with the employer recently commenced.

President Walter C. Schulze of Local 205 (United Financial Employees) New York City reports that the Local negotiated a new two-year agreement with the American Stock Exchange and the American Stock Exchange Clearing Corporation, the second largest securities exchange in the United States. Collective bargaining agreements have been in effect between Local 205 and the Exchange since 1945.

The Agreement, which was ratified at a secret ballot vote held on Oct. 23, became effective on Nov. 1 with salary increase of 28% of base pay combined with the elimination of an incentive bonus system retroactive to Sept. 28, 1964. The new contract will expire on Oct. 29, 1966.

Johnson Hails Labor
No group "worked harder" than organized labor for the victory of the Johnson-Humphrey ticket and "I am grateful," Pres. Johnson told AFL-CIO Pres. George Meany. The President, replying to Meany's wire of congratulations on his election victory, pledged "every effort . . . to justify the faith that members of the AFL-CIO and their fellow citizens placed in us."

An important step forward was taken in the negotiations by incorporating into base pay a quarterly "Incentive Bonus"
(Continued on page 4)

Log-Scaling and Grading Employes Select Local 11 To Represent Them

Portland, Ore.—Professional, Technical and Office Employees, Local 11 has been chosen by a majority of office employees at the Columbia River Log Scaling and Grading Bureau to become their bargaining representative.

The union representation rights were won in an NLRB election by an overwhelming vote of 35-12, with five additional ballots challenged by the employer.

James N. Beyer, Secretary-Treasurer of Local 11, reports that
(Continued on page 2)

Smiling for the Camera in Joliet, Ill.



The North Central Educational Conference met in Joliet, Ill.

WHITE COLLAR

Official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO

HOWARD COUGHLIN
President

Room 610

265 West 14th St.
New York 11, N. Y.

J. HOWARD HICKS
Secretary-Treasurer

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Giveaway

The Internal Revenue Service recently ruled that 29 electrical companies convicted three years ago of a conspiracy to fix prices can deduct the amounts paid in damage suits as "ordinary and necessary business expenses."

The 29 companies included such top firms as General Electric, Westinghouse, McGraw Edison, Allis-Chalmers and Cutler-Hammer. The 29 companies and 44 of their officials paid nearly \$2 million in fines. Seven corporation officers served jail terms and 23 were placed on probation.

U. S. District Judge J. Cullen Ganey called the case "a shocking indictment" of a large segment of our economy and Attorney General Robert Kennedy called the violations "so willful and flagrant that even more severe sentences would have been appropriate."

The ruling by the Internal Revenue Service means that the Government has given away \$250 million. It means that the rest of the nation's taxpayers will have to pick up the bill for this loss of income.

In effect, the U. S. Government has said to American business men, "If you get caught fixing prices in violation of the anti-trust laws, you can deduct the cost of damage suits against you from your Federal income tax bill."

We understand that two Congressional Committees are now inquiring into this rule. We believe such an inquiry is vital and the ruling reversed if we are going to prevent price fixing in the future.

The Labor Department Agrees With Us

In a recent report by the Labor Department's Women's Bureau some findings were made with respect to the effect of Electronic Data Processing in clerical jobs. The report stated that with proper planning the impact of EDP can be lessened.

The adjustment to EDP is facilitated if management informs employees of the changeover well in advance, if it inventories skills and aptitudes, and if it offers counselling, guidance, and training. Conversion should be scheduled over a period of time long enough not only to retain and reassign employees, but also to use turnover rather than layoffs to cut back the office force.

The OEIU has long advocated this policy. We also believe that a reduction in working hours and working days is inevitable.

Four-Day Week Before The House Labor Committee

The House Committee on Labor and Education headed by Adam Clayton Powell has announced that the Committee will study and make recommendations on the four day, thirty-two hour week and a \$2.00 minimum hourly wage. As the original sponsor of the 4 day, 32 hour week, the OEIU is pleased that the House Labor Committee will make inquiries into the need for the shorter work week.

We are certain that the Committee will arrive at the solution of the shorter work week which the OEIU has long contended must become a reality if the impact of automation is to be blunted.

Local 325 and Elkhart Truth Sign Agreement

An agency shop and a five dollar a week minimum across the board wage increase highlight the first Agreement between Fort Wayne Local 325 and the Elkhart Truth Publishing Co. of Elkhart, Ind. The Company publishes two daily newspapers, the *Elkhart Truth* and the *Mishawaka Times*.

Other features of the Agreement are six paid holidays; vacations of 1 week at six months, 2 weeks at one year, two weeks and a day at five years and 3 weeks at 10 years; sick leave of two weeks at full pay, two weeks at half pay and four weeks at quarter pay; maternity leaves; union leaves; funeral leaves; daily scheduled hours guaranteed; grievance procedure; subcontracting clause; changes due to technological changes; and a no-strike, no-lockout clause with employees having the right to respect picket lines of others.

Wage increases are retroactive to Aug. 3, 1964 and the contract will expire Aug. 1, 1965.

Local 325 won the election last June on a 20-18 NLRB vote

OEIU Calls for Repeal Of Taft-Hartley 14-B

The Executive Board of the Office Employees International Union at its recent meeting in Phoenix called upon Congress to repeal Section 14 B of the Taft-Hartley Act which permits the states to pass so-called "right to work" laws. The Board restated the OEIU position that this Section of the Taft-Hartley law needlessly interferes with the free collective bargaining process and prohibits unions and employers from negotiating union security clauses. Collective bargaining in 20 states which have passed such laws has been restricted to a point where complete re-organization of the bargaining unit is necessitated each time a contract expires. Weakened collective bargaining power has been reflected in the fact that wages and working conditions are among the worst in the nation in "right-to-work" states.

The Executive Board of the OEIU, among other actions, voted to recommend a strike benefit fund to the next Convention of the OEIU which will be held in San Francisco in June 1965.

The Board also instructed its officers to prepare pictures and historical material for display at the Convention depicting 20 years of progress.

The Board repeated its en-

dorsement of the four-day 32-hour workweek in the United States and Canada to combat the inroads of automation and technological changes on office and clerical employment.

The Executive Board called on Congress to enact a Medicare program through the Social Security system in order to assist our aged to obtain hospital and nursing home care.

The Board urged the Canadian government to pass a National Medicare program.

The Executive Board urged all Local Unions of the OEIU to propose a clause in collective bargaining negotiations requiring employers to pay employment agency fees, when using the services of agencies which charge fees for securing qualified personnel.

The Board also endorsed President Johnson's anti-poverty program.

So-Called "Right to Work" Laws Condemned by OEIU Executive Board



Pictured, left to right, are Vice Presidents J. O. Bloodworth, Leo Wallace, Donald Hilliker, John Cahill, Frank Morton, Edward Springman, Secretary-Treasurer J. Howard Hicks, President Howard Coughlin, Director of Organization H. B. Douglas, Vice Presidents John Kinnick, George Firth, William Mullin, Sarah Keenan, W. A. Lowe and Gene Corum.

and boasts 40 employees signed out of 45 employees soon after.

The Unit committee negotiating the Agreement were Thomas F. Willey, chairman, E. Joseph Barnes and Lloyd D. Karnes. They were assisted in the project by Local 325 Business Representative Wayne T. Kepler and International Representative John W. Richards.

Local 11 Selected

(Continued from page 1)

the union feels sure that the five data processing positions will be added to the bargaining unit since they are jobs about which the NLRB has previously made decisions on in other OEIU cases through the United States.

The unit of approximately 52 people, of which almost half are in a data processing department, has elected a Study Committee and has received the job classifications and wage rates and is preparing a proposal. This proposal will be presented to the entire unit for approval and will then be submitted to the Bureau for negotiations.

Northeast Conference Meets



The Northeast Educational Conference was in session in New York City on Nov. 7-8.



CANADIAN NEWS



Jodoin Urges Uniform Labour Standards Among the Provinces

The Canadian Labour Congress today urged the government to act quickly in implementing its new labour legislation.

"The principles contained in this legislation are unanimously endorsed by the members of our Executive Council", said Claude Jodoin, CLC president.

"For many years the labour movement has urged the adoption of this type of legislation. One of its greatest values will be as an incentive to the establishment of uniform standards by the provinces. The provincial legislatures will soon be in session and we feel it is important that the legislation now before the House of Commons be adopted without delay so that it will be available for consideration by the provinces.

Women's Bureau Cites 10 Years of Progress

This year marks an anniversary which is of particular significance. It is 10 years since the Federal Department of Labour set up its Women's Bureau.

In the years which immediately followed the second World War, there was a tremendous explosion of women into Canada's working force: 9% more single women, 13% more widows, and a staggering 30.8% more married women!

By 1954, it was clear that this silent revolution among women was no passing phenomenon. It was, rather, the worldwide prelude to a real and lasting change in the status of women. It was at that time the Women's Bureau was set up.

One can hazard a guess that since labour legislation lies mainly within provincial jurisdiction there was some hope that provincial governments would follow suit. They didn't. And

Medicare Adopted As Theme of CLC 'Citizenship Month'

The Canadian Labour Congress will make medicare the theme of its Citizenship Month program in February, 1965, Claude Jodoin, president of the CLC announced today. The labour organization's Executive Council, meeting in Ottawa, also decided that the Citizenship Month program should mark the start of a drive toward inauguration of health services in line with the recommendations of the Hall Commission by Canada's centennial year.

"Canada could give no better centennial birthday present to her people than assurance of full health services", Mr. Jodoin said. "The Canadian labour movement has always been in the forefront of efforts to obtain better social provisions for all people. Seldom has there been an objective which is as deserving and necessary as medicare.

"The recent intensive study made by the Royal Commission under Mr. Justice Hall has proven beyond all doubt that such a program is within our reach. At the same time the Commission has emphasized that shortages of personnel should not be used as an excuse to delay initiating programs and plans.

"We propose rallying the entire support of the labour movement toward this objective. All sections of our movement will be asked to direct their attention to medicare next February and from that point on we propose continuing a program so that with the observance of our country's centenary these long-delayed services will be within the reach of every Canadian."

the problems which were there to be faced 10 years ago have now multiplied a hundredfold. Married women with children are finally admitting—and loudly—that marriage and motherhood is not all they want from

Canadian Conference Holds Sessions



Above and below are views of delegates as they met in convention.



life. For the vast majority of these women, who can never quite seem to keep within their budgets, the road away from the sink and stove leads to an income-paying job that can help with the family budget.

Those who suffer most are the preschoolers: tots who are placed by working mothers in the often dubious care of neighbours, private nurseries or homes where other mothers eke out a living by "taking in" such children.

All three levels of government can legislate to improve this situation. The federal authorities should exempt from income-tax that portion of a mother's earnings which pays for child-care, thus encouraging working mothers to seek truly adequate care

for their children.

Provincial departments ought to set up and enforce rigid standards for nurseries and nursery staff. The nursery-school (for three to five-year-olds) should become a part of our education system and be freely available to any mother who wishes to enroll her child.

Employers can help, too, making themselves more flexible. Hours for working mothers can be shortened or staggered; lunch hours can be longer. Organized labour can do its bit by pressing for such considerations from employers. Above all, it is quite clear that the time has come when all provincial governments must follow the federal example and set up their own Women's Bureau.

Inland Natural Gas For Local 378

International Representative William Swanson reported the successful organization of approximately 45 clerical and technical employees of the Inland Natural Gas Company.

The company maintains head offices in Vancouver, B. C. and has several branches in the interior of the Province.

Local 378 has petitioned for certification and expects to swiftly organize the remaining employees.

Immigrants Up

Immigrants to Canada numbered 51,323 in the first half of 1964, up from 41,444 in the same period last year, the Department of Citizenship and Immigration reported last month. Of the total, 17,546 arrived in the first quarter of the year, 33,777 in the second quarter.

Of the 51,323 immigrants, 26,219 were destined for the labour force, compared with 21,360 in the same period in 1963. Of these, 8,764 were in the manufacturing, mechanical and construction category, and 4,676 were in the professional and technical class.

Immigration from the United States totalled 4,881, compared with 4,365 in the first half of 1963.

Sessions Held in Lexington, Ky.



The Southeast Educational Conference met Oct. 31-Nov. 1 in Lexington, Ky.



from the desk
of the
PRESIDENT

The Four-Day Week

Despite continued high profits, increased prices and trading on the New York Stock Exchange hovering between 4 and 5 billion shares per day, we are still experiencing high levels of unemployment. The fact is that the present high level of unemployment has prevailed for nearly seven years. President Kennedy opposed a reduction in working hours as a possible solution for unemployment. He felt that a reduction in the work week would result in increased prices and thereby hurt the competitive position of the United States in world commerce and thus bring about a worsening of our balance of payments problem. This reasoning failed to take into account the fact that we have reduced our work week by three hours per decade since the turn of the century. It also failed to take into account a revolution in manufacturing and in office routine generated by automation and technological advances.

Each year we see our major corporations producing far more per worker than was produced in the previous year, thus labor costs per manufactured unit have continued to decline. Projections for the future indicate that all of the good and services we require to maintain the American economy will be accomplished by a smaller percentage of the work force. It is slowly but surely becoming apparent that despite substantial advances in economic growth, unemployment remains at a non-acceptable high level with no relief in sight.

During the recent presidential campaign, President Johnson initially approached the problem in a different manner. He suggested that the 40 hour work week be retained but that hours worked beyond 40 per week be paid for at double time, thus, discourage employers from the use of overtime and thereby give incentive to the hiring of new workers. While this initial proposal stimulated some public discussion, it was generally felt that higher penalties for overtime help would be an aid but not a solution for the problem of continuing unemployment. Later in the presidential campaign, President Johnson made his feelings known that he favored a reduction in working hours. At one time he suggested a 35 hour work week. More recently, Adam Clayton Powell, Chairman of the House Committee on Labor and Education, stated that his Committee would hold hearings on a 4-day, 32 hour work week and a minimum wage rate of \$2.00 per hour.

The OEIU advanced this idea on March 28, 1962, when your President addressed the manufacturing forum of the American Management Association. Since that time, we have argued the feasibility of a 4-day week at every available opportunity. We have pointed out for example, that the establishment of the 4-day, 32 hour work week would immediately result in a gain of 89,062 clerical jobs in insurance; 93,316 additional jobs in banking and similar employment opportunities in numerous industries.

The Bureau of Labor Statistics projections for the year 1970 indicates an actual loss of jobs based on the present work week of 12,131 jobs in the motor vehicles and equipment industry. Instead of an eventual decline in employment opportunities 10,869 jobs would immediately be created in that industry with the establishment of a 4-day, 32-hour week. We constantly think in terms of aerospace as an industry of the future. Some point to this new industry and state that it will absorb many workers in years to come. Actual projections indicate that there will be 10,500 fewer workers in aerospace in the year 1970 than there are today. Actually a 4-day week would bring about the creation of 31,171 new jobs in aerospace in this year of 1964.

It is time that political considerations be shunted aside and men of responsibility in public life give consideration to the long range solution of the problem of unemployment. The 4-day week is inevitable.

American Stock Exchange Pact Renegotiated by Local 205

(Continued from page 1)

based on the volume of stock transactions. The bonus plan that had been in effect had averaged 22.5% quarterly over the past year and a half. The salary increase negotiated included this 22.5% plus an additional 5½% increase. An escalator starting salary schedule was provided for all new employees hired after Nov. 1, 1964. Starting rates were increased by one fourth of the 28% as of Nov. 1 and the balance picked up in three equal steps respectively, on May 1, 1965, Nov. 1, 1965 and May 1, 1966. The rate range period from minimum to maximum for the floor page classification was reduced from two years to one year. Tabulating Machine Operators and Senior Tabulating Machine Operators were combined into one classification—Senior Tabulating Operator, and an automatic progression rate range was negotiated for Senior Tabulating Machine Operators reaching the top rate of their classification after seven years in five successive steps. Previously there was no automatic promotion from Tabulating Machine Operator to

Senior Tabulating Machine Operator.

The "Vacation Clause" was improved to provide for 3 weeks after 8 years instead of 10 years and 4 weeks after 18 years instead of after 20 years. A 5th week of vacation for employees with more than 30 years of service was written into the contract. This had previously been announced by Exchange President Edwin D. Etherington at the "Quarter Century Club" dinner earlier in the year.

The "Severance Pay" clause was improved from one weeks base pay for each year of service up to 26 years of service to 125% of one weeks base pay for each year of service up to 26 years of service plus an additional 5% of base weekly pay for the 5th through 8th year, plus an additional 10% for the 9th through 12th year, plus an additional 15% for the 13th through 16th year, an additional 20% for the 17th through 20th year, plus an additional 25% for the 21st through 26th year.

The contract also provides for one week leave of absence with full pay at time of marriage; time off at full pay not to exceed one day for the birth of a child to the wife of an employee; and two days' time off and full pay during any calendar year for personal reasons.

Some of the new "top of range" weekly salaries negotiated are Floor Reporters \$143.50, Switchboard Operators \$107.50, Input Operators (teletype) \$128.00, Senior Tabulating Machine Operators \$141.00 and Senior Mechanic Utility Men \$148.50.

The Unit members of the Un-

More Jobs Needed, Johnson Declares

"Unemployment is still far too high . . . and educational opportunities must be increased," Pres. Johnson declared at White House ceremonies marking a change in the membership of his Council of Economic Advisers.

Citing the benefits gained from the tax cut and the continuing stability of prices, the President said that gains have been many "but we're still not satisfied." The economic situation can be improved, he added, "only if America continues to be prosperous."

ion Negotiating Committee were Arthur Martinetti, Administrator for the American Stock Exchange Unit, Michael Regan, Alba Gramegna, Joan Caruso, Margaret Donahue, Nancy DeGratto, Jack Hirsch, Leo Valk and Vincent McCormick. Local 205 officers on the Committee were President Walter C. Schulze, Vice President Frank R. Schmit and Sec.-Treas. J. Vincent Blessing. OEIU Director of Organization, Henderson D. Douglas, had been kept informed of the progress of negotiations and acted in an advisory capacity.

McKesson & Robbins Signed by Local 10

Thelma O'Dell, President of Local 10, Detroit, Mich., reported the signing of a three-year contract at McKesson and Robbins Wholesale Drugs.

The contract calls for a ten cent (10c) per hour increase the first year, eight cents (8c) per hour the second year and nine and one-half cents (9½c) per hour the third year.

Employees will now receive pay for holidays falling on Saturday. New classifications and reclassifications have been established for eight clericals with increases ranging from seven and one-half cents (7½c) to thirty cents (30c) per hour.

Hawaii Trip Winners Announced by Local 3

Winners of the drawings for a trip to Hawaii for two and a matched set of luggage, as part of a Convention fund-raising project by San Francisco Local 3, were announced.

The first prize was won by Dr. Pina Barbieri who is the Secretary of the Richmond Sanitary Service and the second prize was won by Inez Vogel who is employed at Air Transport Employees Local 1781.

Local 3 expresses sincere thanks to all of the Local Unions who lent assistance in the 1965 Convention fund-raising project. Not only are they appreciative of the financial assistance received, but also the many fine letters wishing them success. With such a fine spirit of teamwork, the 1965 Convention in San Francisco promises to be a good one.

Signing at Bogalusa, La.



Left to right standing: J. W. Brumfield, Local 89 Trustee; Lennel Smith, Local 89 Trustee; Bobbie Burdette, Local 89 Committeewoman, Bernice Moran, Recording Secretary and Clyde A. Williams, Local 89 Trustee. Seated, left to right are: G. J. Beinvenu, Resident Manager of the Gaylord Cont. Div., S. A. Mayor, President of Local 89, and R. R. Ferguson, Resident Manager, Crown Zellerbach Corp., Bogalusa Div.

OEIU Local 89, Bogalusa, La., has successfully concluded negotiations with the Crown Zellerbach Corp., Bogalusa Div. for a new three year agreement.

Gains were realized in an improved holiday clause with the addition of one more holiday bringing the total to eight paid holidays per year; improved language in the grievance section; pay increases granted were 3% for the year Sept. 1, 1964

to Sept. 1, 1965; 3½% for the year Sept. 1, 1965 to Sept. 1, 1966; and, 3½% for the year Sept. 1, 1966 to Sept. 1, 1967. One of the major gains was a modified Union Shop which will require all new people hired to become and remain union members in good standing. All Local members were most appreciative of the able and invaluable assistance of Vice President Frank E. Morton.